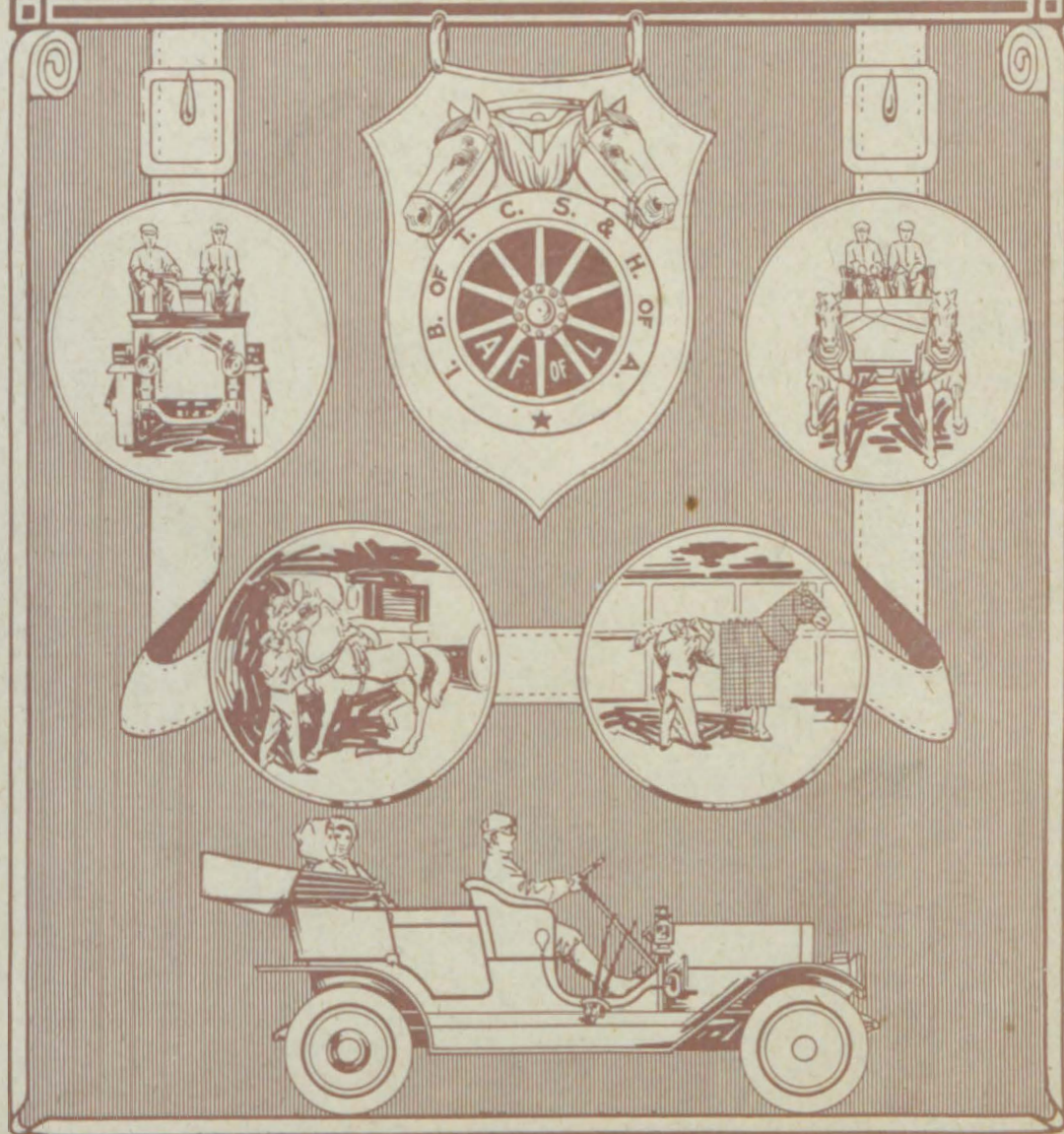


SEPTEMBER, 1918

OFFICIAL MAGAZINE OF
INTERNATIONAL BROTHERHOOD
TEAMSTERS • CHAUFFEURS
STABLEMEN AND HELPERS
OF AMERICA



As requested in our last issue, if you have any spare copies of the Journal mail them to some of our members in France or to those in camp in our own country. It is like receiving a letter from home. Many of the boys on the other side of the water are real trade unionists, who fought with us side by side to establish the union we now have and who are more interested now than ever before in knowing that the union which they helped to start will continue to exist. They expect you to keep the union alive in their absence. While they are fighting for democracy abroad you must fight to hold intact the union which made democracy and freedom possible at home. Send them your last month's button or your copy of the Journal when you have finished reading it.

The best trade unionist is the man who is willing to abide by the laws that govern his organization; who is willing to live to the conditions laid down by the constitution and laws of the International and his local. That man is a real trade unionist. The young men coming into the union now should remember that it is their duty to become educated in the struggle that the union had for existence in the past. They should be willing to help build up the organization, and should always bear in mind that harmony, brotherly love and good-fellowship are the principles upon which our organization is founded. Through our union we have been successful in raising wages and bettering conditions for our members; in eliminating wrongdoers and in solidifying the organization which is doing things for us and which will continue to do things for us as we go onward and onward in our struggle for existence.

— OFFICIAL MAGAZINE — INTERNATIONAL BROTHERHOOD OF TEAMSTERS CHAUFFEURS STABLEMEN AND HELPERS.



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INSIDE THE UNION YOUR EFFORTS HELP CONDITIONS



WORKERS outside of a labor union are like ships without a compass, and have little better hopes of finding the desired landing than have

those on a vessel without such instruments to assure their position.

The only effective way known to society in which to accomplish reforms is through organized effort.

Human greed, like every other human proclivity, entrenches itself in individuals and combinations of individuals in such a manner that it often becomes impregnable from outside individual resistance, and for ages there have been groupings of social units of one kind or other to hold them in check and fair restraint.

Because of the marvelous inventive ingenuity of man within the last two centuries and the labor-saving machinery that has resulted from it, the accumulation of vast commercial interests into a comparatively few hands has made it imperative for those seeking fairness from them to come before them with their bill of particulars and grievances and convincing proofs that they represent not alone a single individual, but all of those employed by such corporation.

Individually represented before

an industrial corporation, or even before any civic, state or government, however clever the individuals may be, they are virtually the equivalent of a case without representation, and, while all the evidence thus individually presented be true in toto, coming from a mere individual, it carries no more weight with it than that which concerns are inclined to accord to a mere individual.

But if such individual be the spokesman of a committee representing a well-organized body, the injury to one of whom is an injury to all, and who have banded themselves together by sacred bonds of protection and fair play, one to the other, from the concerns for whom they work, it then becomes quite another consideration of such concerns whether or not such individual be accorded that respect due him and those thus represented.

Workers, when properly banded together, can fairly well adjust their difficulties with concerns by whom employed and the only very successful groupings of them for such purposes have been through the modern-day labor unions.

Their staunchest advocates readily admit they are by no means perfect associations for the acquirement of entire results expected of them; but it must be, and is generally conceded that they are the best human agencies yet devised and operated for the amelioration of labor's ills.

This is but natural from the fact that if natural and active participants in the guilds representing their vocations, concerns well know that they cannot afford to fail to accord respectful consideration to whatever comes from such classes of workers.

But not so when the individual represents merely himself. He is then considered as a mere atom, whose standing with the concern he works for is simply given what

it cares to accord him—nothing more. Workers outside of labor unions have no surety of protection, so their places are within labor unions.—Bakers' Journal.

INTERNATIONAL ALLIED PRINTING TRADES ASSOCIATION

To Members of Labor Organizations:

The Board of Governors of the International Allied Printing Trades Association, which organization is composed of all the unions making up the printing trades affiliated with the American Federation of Labor, at a regular meeting recently held in St. Paul, Minn., adopted the following resolution, which is being sent for your information and that of your members:

"Whereas, Some misguided citizens have been agitating against the free circulation and sale of newspapers known as the Hearst publications for the alleged reason that these newspapers are disloyal and unpatriotic; and

"Whereas, The various unions comprising the Allied Printing Trades Association have business relations with the proprietor and management of these publications and possess sufficient knowledge of the loyal attitude of Mr. William R. Hearst and his subordinates in connection with the participation of the United States in the war against Germany and her allies and of the broad-minded principles and liberal conduct of these newspapers; and

"Whereas, The International Allied Printing Trades Association firmly believes that this agitation is not warranted and serves to divide the thought of the people and distract their minds from a united effort to do all in their power to assist the Government in bringing the war to a speedy and successful conclusion, tending to cause bitter differences of opinion where har-

mony and united effort should prevail, and is an appeal to prejudice contrary to all the principles of a free Government of law and order; therefore, be it

"Resolved, That the International Allied Printing Trades Association, in regular meeting assembled on June 14, 1918, disapproves the attacks being made upon the Hearst papers as being inspired by considerations which are not in the interests of the unity and harmony necessary for the successful prosecution of the war aims of this country and as being unworthy of law-abiding and loyal citizens of the United States of America."

Trusting you will give this wide publicity, we remain

Fraternally,

INTERNATIONAL ALLIED
PRINTING TRADES AS-
SOCIATION,

J. W. HAYS,
Secretary-Treasurer.

STRIKE COSTS HALF MILLION DOLLARS

It cost the Washington (D. C.) Railway and Electric Company about half a million dollars when its trainmen went on strike last year, according to a report just made to the public utilities commission, which has decided that no part of this expense may be saddled upon the Potomac Electric Power Company, a subsidiary corporation.

The board of directors had assessed \$100,000 against the power concern as its share of the strike cost. In a letter to the company the commission informs it that the item is disallowed and will be disregarded in any future investigation as to the reasonableness of the rates, tolls and charges of the company.

The commission's action is based on an investigation made by its accountant. He estimates the actual cost of the strike at approximately

a quarter of a million dollars and the loss from revenue due to the strike at a similar amount.

At his suggestion the commission allows the company the sum of \$3,031.01, which the accountant says represents the fair cost to the company for precautionary measures taken for the protection of its property during the strike.

The charge of \$100,000, which is disallowed, was paid to a detective agency, which furnished motor-men and conductors during the strike, and to other employes at agreed prices ranging from \$5 and expenses a day up.

The report shows that in addition to the amount assessed against the Potomac Company the cost of the strike borne by the railway company was \$160,825.40, and the estimated loss in revenue to all companies \$225,000, or a total of \$489,706.94. This is exclusive of bonuses paid loyal employes.—News Letter.

UNIONS UPLIFT

Unionism is not an interloper. It has not entered the modern field of industry as an innovation. It has a history as long as the human race. While the labor union as an institution is of comparatively modern origin, from the days of Moses, and perhaps before, attempts have been made through various means to regulate and improve the conditions of the workers of society.

Labor leads back to Genesis. Since man began to eat bread in the "sweat of his brow," labor has been a human problem. The historian has not seen fit to say much about it, for the ancient worker was not looked upon as a maker of history. The common conflict of the olden days was "that by which man secured the right to live. The clash of arms in primitive societies meant physical development and all the struggle for existence meant this. The change gradually came to the

world from militancy to industrialism; not the struggle for existence, but the struggle for subsistence."

Ruskin defines labor. He says: "Labor is the contest of the life of man with an opposite." The lot of the laborer is one of struggle. He has to win his way. He is no social pet. The "Man with the Hoe" has to "hoe his own row."

The weapons of the workers may be in some cases crude, but they are wielded by hands reaching out towards ideals of advancement. Individual, domestic and social betterment are the incentives. Had the worker been insensible to these incentives, slavery and serfdom would be the lot of the men of toil today.—Exchange.

AFTER-WAR PROBLEM CONCERNS FARMING

To give our returned soldiers an opportunity to live a bigger and more independent life this country must develop its natural resources for the soldiers' and the nation's good, and Uncle Sam must become their banker, their partner and their best friend while he is doing so.

The above summarizes Secretary of the Interior Lane's views on readjustment problems, as stated by Wesley McCormick in a special article published in the New York World.

"It has been officially estimated," said Secretary Lane, "that more than 15,000,000 acres of irrigable lands now remain in the Government's hands. Large as the figure may seem, this is only an item in the resources to which I refer. There are seventy or eighty million acres of swamp and overflowed land in the country, most of which is privately owned, but which, without Government action, will always remain worthless. There are, in addition, perhaps 200,000,000 acres of cut-over land, once

wooded, but now worthless or almost so, which nothing short of a gigantic national project could reclaim.

"Why not reclaim these lands? Why not transform them into fertile farms and beautiful homesteads? The war has taught us that we can do it if we will, and it has also taught us the necessity.

"There is a reason, a sufficient reason, why the farms cannot attract the city bred and why they cannot even hold their own young men. People do not flock to the cities because they prefer the smoke and noise, but because the city seems to them to be the center of things and the farm seems so far away from the life of the world.

"If we are to meet the situation before it becomes a crisis, we must not only turn our attention toward making agriculture pay, in the strictly economic sense, but we must see if the inspirations and attractions of world-life cannot be brought to the farm. I believe they can. I believe the economic and spiritual disadvantages of the farm can both be overcome by the almost magic touch of co-operation."—News Letter.

SHIPS ARE PRODUCED BY SWEAT AND GRIME

In a speech in the United States Senate Mr. McKellar, of Tennessee, surprised some members of that senate body by attacking the fiction that captains of industry build ships and produce war munitions. He said:

"We speakers, we Congressmen, we newspaper writers, we hired men in high places, who spend the people's money as captains of industry, exclaim at the top of our voices that we build these ships. What a travesty upon truth!

"Labor builds those ships. It is labor that in sweat and grime and mud digs the raw materials from the bowels of the earth. It is labor

that burns, toils and sweats at the furnaces and at the forges to make these raw materials fit for service. It is labor that, with brawn and muscle and skill, fells the trees in the forest, turns them into logs and lumber, and finally manufactures them to fit them to become a part of the finished vessel. It is labor, skilled, patient, plodding, working day by day, that rivets and screws and nails and mortises the various parts and materials into a completed whole. Thus we see that the completed ship is the product of labor.

"And as in the case of ships, so it is with practically all the rest of our war services and our war activities.

"All our munitions of war—the bullets, the cannon, the shells, the guns, the machine guns, the rifles, the railroads, its rolling stock, the clothing, the uniforms, the cantonments, the war vessels, the food for our armies and for our people—are manufactured or produced by the unremitting and patriotic toil of labor.

"The world can never know the weariness, the wear and tear on mind and soul and body of the individuals composing labor who, hour by hour and day by day, in all kinds of weather, in heat and in cold, in rain and in snow, by their indefatigable efforts gather up all of these materials and make them ready for war service.

"It is labor that fills our warehouses with food and raw materials of every description. It is labor that moves these materials over the railroads of our land. It is labor that unloads them from the railroad cars and reloads them on our ships. It is labor that takes care of them and handles them in their perilous journeys across the seas, that unloads them on the other side, and again reloads them in other cars made by labor. It is

labor that transports them to the camps for our soldiers.

"The war has brought untold profits to the manufacturers, to those engaged in trade and commerce, and even to those engaged in production. Why should any man begrudge prosperity to the laboring man, who brings about prosperity for all others?"—Weekly News Letter.

LEAD POISONING STOPS LIBERTY BOND BUYING

In investigating conditions at the lead smelter plant of the St. Joseph Lead Company, in Herculaneum, Md., the National War Labor Board found that low wages and sickness through lead poisoning caused many of these workers to default in their Liberty Bond payments.

The efficiency of the plant had likewise suffered from an enormous labor turnover, sometimes as high as 20 per cent. annually, partly because of low wages.

Joint Chairmen Taft and Walsh acted as arbitrators in this case. They found that wages were so low that savings were impossible and that the union supported victims of lead poisoning, who "had suffered an alarming number of workless days through sickness." In ordering a minimum wage of \$4 a day the arbitrators were guided by the War Labor Board's principle that "minimum rates of pay shall be established which will insure the subsistence of the worker and his family in health and reasonable comfort." The award is retroactive and dates back to April 21.

The arbitrators also ordered collective bargaining, and 50 per cent. additional pay for the first two hours in excess of eight hours and double pay for additional hours, as well as for Sundays and holidays.

As in all other awards by the board it is here provided that rates

may be readjusted every six months to conform with living costs.

The plant produces one-ninth of all the lead mined in this country, and it has been operated on a seven-day basis since the war.

UNITY AND ECONOMIC FREEDOM

There never has been a time when the value of the labor organization was so pronounced among the English-speaking people as now. The advantage of collective bargaining for the nations as well as for the employes is unquestioned. That the employers may not wholly agree is not unusual, yet there are very many of them who realize that responsible organization of workmen is to their advantage in these times when lack of it causes greater trouble between employer and employe than could have been imagined under organization agreement.

The methods of the organizations that depended on evolutionary practices were criticized as too slow and too impotent for the radicals, who saw their future welfare through revolutionary methods, but the wisdom of the former is proven in the labor agreements of today in which the responsible organization is recognized by the Government as an equal partner.

The present and future of the trade union idea was set forth by John Mitchell, chairman of the Industrial Commission of New York and former president of the United Mine Workers of America, thus:

"The student of history and the close observer of events must feel a strong sense of hopefulness for the future when he compares the present conditions of life with those which obtained in the past. The contrast is not marked, of course, if yesterday is compared with today. As a matter of fact

development and evolution among great masses of people are so slow as to be scarcely perceptible unless one generation is compared with another. Size yourself up. Think out what you are good at and what you are poor at. Then write your concern a letter and tell them the truth."—Retail Clerks.

HIS PURPOSE OUTLINED

The general policy and purposes of the railroad administration as announced by Director-General McAdoo may be briefly summarized as follows:

First, the winning of the war, to which everything must be subordinated; second, the service of the public, which means maintenance and improvement of railroad properties so as to provide safe and adequate transportation facilities at lowest cost; third, the promotion of sympathy, understanding and co-operation between the administration and the 2,000,000 railroad employes and the 100,000,000 patrons, which latter includes every individual in the nation; fourth, the application of sound economies, including elimination of superfluous expenditures, payment of just wages and just and prompt compensation for injuries, economical purchase of material and equipment, adoption of standardized equipment and approved devices for saving life and labor, economic routing of freight and passenger traffic, intensive employment of all equipment, and careful record and scientific study to secure the greatest efficiency.

The Director-General states that while the development of this policy requires time, great progress has been made toward the desired goal. He commends heartily the intelligence, public spirit, loyalty and enthusiasm of the members of the railroad administration and the officers and employes of the railways.—Exchange.

U. S. STEEL INDUSTRY WILL BE ORGANIZED

Under instructions of the last convention of the A. F. of L. President Gompers called a conference of representatives of iron and steel trade unions to arrange for a nation-wide organizing campaign against the steel trust.

The following international unions were represented at this conference: Blacksmiths, boiler-makers, electrical workers, machinists, molders, quarrymen, seamen, stationary firemen, steam engineers, structural iron workers, railway carmen, plumbers and steam fitters, steam shovel and dredgemen; mine, mill and smeltermen, and iron, steel and tin workers. Representatives of the Chicago Federation of Labor and Building Trades Council were also present.

A national committee was formed and President Gompers was selected chairman and W. Z. Foster, representing the railway carmen, secretary-treasurer. This committee will consist of one member of the co-operating internationals and will have complete charge of the campaign.

The committee has invited other internationals to join in this movement. Offices will be established and local organizing committees will be set up in Pittsburgh, Cleveland, Chicago, Bethlehem, Youngstown, Buffalo, Alabama and Minnesota, and as the campaign progresses, in other strongholds of the steel interests.

CAN'T MAKE AUTOMOBILES

Manufacturers of passenger automobiles are given an inkling of what a nation can do when at war by an order from the War Industries Board that they must put their plants on a 100 per cent. war work basis not later than January 1, 1919. The manufacturers recently declared in favor of a 50 per

cent. output of passenger automobiles, but the War Industries Board says this is merely "a step in the right direction."

The board tells the manufacturers that the material they now use in the construction of cars, excepting steel, will be of little use for war work.

Many of the manufacturers have reported that they have material to operate for several months, but the board indicates that the far-sightedness of these employers in stocking up will avail them little, and that their stocks will be taken from them, or at least they will be greatly reduced.

LABOR TURNOVER COSTLY

In an address to newspaper men in Washington Secretary of Labor Wilson said that "the individualistic strike—the turnover of labor—brings us greater loss than all of the collective strikes and lockouts that occur in the country, and anything that we can do to reduce that turnover of labor will assist in maintaining efficiency."

The Cabinet official indicated that the present high wages have not placed workers in the profiteering class, and one of the reasons for the big inflow of labor to large cities has been the inability of the average laborer to grasp real money value, or real wage values.

"They figure it purely upon a monetary basis rather than upon a real basis, the basis of purchasing power," he said. "And so the wage that is held up to the rural worker as being paid in New York, for instance, or in Boston, or in Philadelphia, seems to him to be a tremendous wage rate, and it is a lure to him to come to our cities."

HELLO, CENTRAL

Telephone companies taken over by the Government have 20,428,326 miles of wire and 8,729,592 tele-

phones, ranging from 149 'phones per 1,000 of population on the Pacific coast to 39 in the East-South Central States, and 91 for the whole country. There are 32,233 telephone and 28 telegraph companies in the country, whose combined capital stock and bonds outstanding amount to \$1,213,798,950, with annual income of \$319,844,077, and expenses of \$262,133,861. They have 220,658 employes, earning wages of \$121,005,535. Telephone messages number nearly 14,000,000,000 a year, of which 340,000,000 are long-distance calls.—Exchange.

TO PROTECT CHILDREN

The War Labor Policies Board, at its meeting recently, voted to make the Secretary of Labor responsible for the enforcement of the contract clause with reference to the employment of children which was agreed to by the board at its meeting last week.

All Government contracts are, according to last week's agreement, to contain a clause providing that the contractor shall not directly or indirectly employ, in the performance of the contract, any child under the age of 14 years, or permit any child between the ages of 14 and 16 years to work more than 8 hours in any one day, more than 6 days in any one week, or before 6 a. m. or after 7 p. m.

PREPARE FOR HARDSHIPS

"The United States must prepare for hardships," is the warning of Bernard Baruch, chairman of the War Industries Board, and who possibly is better acquainted with war's effect on industry than any other man in America.

"Up to this time," he says, "no man or woman has lacked for anything because of war conditions. It will be otherwise in the future. No one has any idea of the increased

demand for military supplies unless he can check up on the flow of requisitions and estimates from the Government through this department. And the problem is not alone one of fuel and steel and ordnance and ships; it includes clothing, shoes, foodstuffs—everything that man is accustomed to utilize for his comfort and living.

"Civilian requirements and the non-essential industries must yield to the needs of the military establishment. There is but one important thing before us—to win the war."—News Letter.

CLOUDS ON THE HORIZON

The Seaman's Journal says that if our courts continue strangling the beneficent features of the seamen's act the American shipowner will find himself up against the old disadvantageous conditions which confronted him before the war and American seamen will again desert a calling which seeks to drive them to the level of a Chinese coolie.

"Let the seamen's act be understood and enforced and there will be no difference in the wages of seamen and there will be no desertions except of a few individuals, who for some reason can not get along in that particular vessel, while they can get along in any other vessel. The American man and the American dollar will both come to the sea and the great merchant fleet now being launched will remain under the Stars and Stripes."

Big things are only little things put together. It is encouraging to think of this when confronted by a big task. Remember always that it is only a group of little tasks, any one of which you may easily do. It is ignorance of this fact that makes some men afraid to try.—W. P. Warren.

MOB LAW AND LYNCHINGS

For the second time since this country entered the war President Wilson has publicly denounced alleged "Americans" who resort to mob law and lynching courts to prove their "loyalty."

The President's first utterance on this subject was at last year's convention of the American Federation of Labor.

"I want to say to every man who does join such a mob," he declared, "that I do not recognize him as worthy of the free institutions of the United States."

In a proclamation on this subject the President again uses the English language in his plain and forceful manner in denouncing this "disgraceful evil," and calls upon peace officers of States, "and, above all, the men and women of every community in the United States, all who revere America and wish to keep her name without stain or reproach, to actively and watchfully assist in checking mob law.

"We are at this very moment fighting lawless passion," he says.

"Germany has outlawed herself among the nations because she has disregarded the sacred obligation of law and has made lynchers of her armies. Lynchers emulate her disgraceful example. I, for my part, am anxious to see every community in America rise above that level, with pride and a fixed resolution which no man or set of men can afford to despise.

"We proudly claim to be the champions of democracy. If we really are, in deed and in truth, let us see to it that we do not discredit our own. I say plainly that every American who takes part in the action of a mob or gives any sort of countenance is no true son of this great democracy, but its betrayer, and does more to discredit her by that single disloyalty to her standards of law and right than the words of her statesmen or the sac-

rifices of her heroic boys in the trenches can do to make suffering people believe her to be their savior.

"How shall we commend democracy to the acceptance of other peoples if we disgrace our own by proving that it is, after all, no protection to the weak?

"Every mob contributes to German lies about the United States, what her most gifted liars cannot improve upon by the way of calumny. They can at least say that such things cannot happen in Germany except in times of revolution, when law is swept away.

"I can never accept any man as a champion of liberty, either for ourselves or for the world, who does not reverence and obey the laws of our own beloved land, whose laws we ourselves have made. He has adopted the standards of the enemies of his country, whom he affects to despise."

BENEFITS OF THE UNION LABEL

It elevates the standard of labor.

It protects the home and fosters family ties.

It forbids conditions which endanger the health of the community.

It improves the environment of those who labor, thereby enhancing the quality of citizenship.

It abolishes unsanitary conditions.

It is hostile to the system of child labor and is a factor in keeping children of school age out of the workshop.

"Labor is prior to, and independent of, capital. Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration." — Abraham Lincoln.

EDITORIAL

(By Daniel J. Tobin.)

THE taking over of the telegraph and telephone systems of the country, in the judgment of labor officials, is another step in the advancement of civilization. The great war will undoubtedly cause great suffering, and misery, and privation. Homes will be robbed of the best flower of the family. Anguish and suffering will prevail. No pen can describe the terrible anguish endured in the European countries, and that same anguish and suffering will be felt in many homes in our own country before the end of the struggle. But, after all, the great achievements won could not have been obtained were it not for this struggle. The world of democracy will make greater strides, and has already made greater strides, than could have been accomplished under any other circumstances. Nationalization of railroads, telegraph and telephone lines; control over public utilities and industries, such as the Government is now doing, could not have taken place in this generation, so that the war has speeded up, as it were, the things that we, as trade unionists, have been demanding for years, and as time goes on other industries will be controlled by the Government. The new revenue bill will contain clauses imposing heavy taxes on the rich. The poor will be taxed, but nothing in comparison with the taxes imposed upon the fabulously rich. The profiteers will have to surrender their ill-gotten gold before this struggle is ended. Democratizing of industries is bound to prevail. The rights of workingmen must be recognized and will be recognized. In fact, a brighter world, a better world, will exist after this war is over than was even expected by the most optimistic theorists or dreamers in ages past.

Labor is now holding the attention of the world. On labor depends the winning of the war. Labor is getting its just recognition, but workingmen—trade unionists—must be careful that they make no mistake. There is a certain element in Washington, especially the militarists, that are now strongly advocating the conscription of labor. The President is opposed to it. He stands on the side of the representatives of trade unionism against the conscription of labor in industrial life. But if bodies of organized workers, through mistaken leadership, bring about strikes or tie-ups that could be adjusted by arbitration or negotiation, the President may be forced to change his opinion. Every time a tie-up in any industry occurs the advocates of conscription of labor, who are mainly the enemies of trade unions, use this so-called strike or tie-up as an argument to further their plans, and if conscription of labor comes—and we are not sure at this writing that it will not come—it will be a hard thing to get rid of. The conscription of labor—forcing men who are not of military age to work against their will in any special industry—is almost the next thing to slavery, and conditions brought about during the war are liable to prevail after the war is over. The lowering of the age limit to 18 years and the raising of it, for military purposes, to 45 years, in the main, gives the Government control over nearly all of the real male help of the country. It establishes practically universal military service during the war, and the chance is that it may result in universal military service after the war, and this we are opposed to, unless

conditions resulting at the end of the war necessitate a change in our program. Militarism is what we are now fighting against, and we are going to continue to fight until militarism is destroyed in every country in the world. Then, why should we advocate universal military service? The militarists, however, are rejoicing at the present time because they believe that it is bound to come. The powder factory, the gun factory, the munition plants, are rejoicing because they believe after the war universal military service will obtain. We are afraid that while there are many good things coming out of this new development in modern life, bad things may also come out of it, and any mistake made by the workers is dangerous to this extent: that it adds fresh fuel to the arguments advanced by our opponents in Washington. So for the sake of the future life of the workers of our nation we say to our membership, make no mistake. Be careful. Be cool. Be collected. Do not tie up any industry for a supposed or imaginary grievance unless all chances for a settlement of the dispute by arbitration or negotiation has first been given. The men who take the bull by the horns, risking the chance of winning, and become engaged in a strike, are liable to take a chance once too often. Our National Government, through its secret service department and other departments, is watching the movements of men, not only in the trade union movement, in the organized labor movement, but also the movements of those holding important positions in life. There is a large number of statisticians and reporters who are furnishing information to the Government on everything that happens. We want the name of Labor, that now stands so high and unsullied in the eyes of the Government, to continue to hold that position during the war, and when this struggle is over we will be in a position to say, we have done our share of the work—that we worked unselfishly—and as real Americans we are entitled to continued justice, and freedom, and a voice in the affairs of our nation.

ANY of our membership handling food products of any kind should be very careful that they do not do anything to hamper the distribution of said products. Much power has been conveyed to the Government officials (and it was necessary that such power be conveyed), and a man handling food products refusing to work, or quitting his work without giving proper reasons for doing so, can be held under the "Fight or Work" law if the Government wants to do so. So, while we are not saying these things to discourage you, we want you to know your position. The Department of Labor in taking over control of all employment bureaus has control practically over the masses of American workers. It may go a step further, and in the near future we may have to get permission from our local employment bureau, which is under Government supervision, to change our employment. There is no ending to this thing, and almost unlimited power has been placed in the Government and in the department officials in this matter.

You may say this is a serious infringement on your liberty, but when you take into consideration that in many cities throughout the country there may be two industries manufacturing the same thing under Government contract on the bonus plan, when bidding for mechanics these manufacturers would go from one city to the other stealing men from one another, some of these men getting from \$5.00 up to \$35.00 a day. When you take this into consideration, perhaps you will realize that the Government had some reason for its legislation. On work done

for the Government on the bonus system the employers get so much percentage or commission on each \$100.00 spent on the work. In other words, on contract work of this kind the employer does not care how much it costs the Government, because the more it costs the more bonus for the employer. Consequently you can see where there has been a scramble for men, thereby imposing serious penalties on other employers doing Government work. We are not attempting to criticize this bonus system of contract, because we know that the Government has to do almost anything and everything in order to get the work done. These are abnormal times and our nation is now facing a proposition that never before confronted it, and in many instances it has had to set aside its scruples in order to get the work done. The Government, in endeavoring to get away from this condition in the labor market, had to take over control of all employment bureaus, and by this so-called turning over of labor they have control over practically the work of every individual, or will have, in time. Anyway, we want you to understand the condition of affairs for your education and enlightenment. We want you to realize and understand that these are not normal times and you cannot do things the same as you did before the war. Any hold-up game for enormous increases in wages is bound to come back against the workers. We want you to be reasonable now, as you have always been, with your employers. We do not mean by this that you are not entitled to justice, to a square deal and to honest consideration, but so is the employer.

TO OUR membership throughout the country I desire to say that in view of the fact that the Government has certain supervision over the express companies, that I believe at the present time there will not be any serious discrimination against the men driving express wagons should they become organized into a union. I would therefore advise our members in every section of the country to make an endeavor now to organize the drivers and chauffeurs in the employ of the express companies in the different parts of the country. Let it be distinctly understood, however, that the Government has not taken over full control of the express companies. They have only taken over partial control of the small companies that act as agents between the large companies, and the general managers of the express companies remain the same as they were before and the Government has not the control over the express companies that they have over the railroads. However, should men organize and be discharged for belonging to a union and a strike should ensue (which is something we want to avoid, of course), should the strike jeopardize the interests of the country, unquestionably the Government would take a hand in straightening out the matter as soon as possible. Every declaration made by the War Labor Board, and every other board connected with the Government, distinctly and clearly establishes the right of men to organize. This does not mean that men shall be forced into an organization by the Government, or by any other agency, but it means that if men desire to organize, that employers should deal with them collectively and should grant them the right to become members of a union. The Government does not recognize any such thing as the union shop, or what is commonly called the closed shop. It recognizes the right of men to belong to a union or not to belong, as they see fit, but it discourages the right of any employer to discharge men for belonging to a union. This was clearly proven in the case of the Commercial

Telegraphers when the Western Union refused to allow their men to belong to the union and discharged them for joining a union, the Government took steps to take over the telegraph companies. Of course, the truth is, the telegraph companies wanted the main lines taken over, but they did not bargain, or intend to bargain, for taking over the telephone companies throughout the country. The telegraph companies in the last few years have been losing money because of the fact that the long-distance and local telephone companies have been eating up the business of the telegraph companies. But when the Government took over the telegraph companies they also took over the telephone companies, which was something the managers of the telegraph companies did not bargain for, or did not desire, and consequently were disappointed that they forced the issue on the Government by refusing to allow their men the right to organize.

It would be well for the express companies to consider changing their old policy of discharging or discriminating against union men. The whole world today recognizes the fact that the laboring masses are the controlling element in every community, and that after the war a greater spirit of democracy and freedom will prevail than ever before. As the workers, in the main, are doing the fighting, they will also after the fighting is over, see to it that justice shall be given them. Monopolies will not control this or any other country in the future. All corporations that desire to continue doing business successfully in the future must have the good will of their employees. They must have the good will of the masses of the people. If the express companies continue to fight against their men belonging to the union they can never expect reasonable consideration from any honest administration. The American Federation of Labor and its affiliated local unions have at the present time more influence than ever before. It behooves the express companies to endeavor to obtain the good will of the American Federation of Labor now and in the future.

There is considerable dissatisfaction existing among the drivers and chauffeurs of the express companies because their wages are not being advanced in proportion to the advances obtained by other branches of our craft in every city in the country. Those men are not organized and while they have received slight voluntary increases in wages, the increases they have obtained are nothing in comparison with the increases obtained by the members of our unions in the great industrial centers throughout the country. Therefore, our members should endeavor to organize those drivers into our International Union under the banner of the American Federation of Labor, not for the purpose of interfering with or injuring the business of the companies in any way through strikes. We do not want any strikes. We want to avoid any conflict that might in any way cause a stoppage of work. We have been doing so, and we want to continue doing it. We want to work in harmony with the companies and with the public, and by organizing those men we believe we can better their conditions, and by doing so strengthen, through honest dealing and fair organization, our International Union and the American Federation of Labor. Any seven men working at our craft may apply for a charter. Express drivers should be organized into a local of their own except in districts where there are not enough of them to make a fair-sized union. There should be fifty or one hundred men in a union before giving them a charter for themselves, otherwise they should join the union already organized in the district. Now, as a mem-

ber of our union, we shall expect *you* to do your share. Speak to the men on the express wagons; encourage them. We have reason to feel that there will not be any serious discrimination used against those men for becoming members of a trade union, provided they become members of a bona fide organization affiliated with the American Federation of Labor. Do not make the mistake of thinking we want to organize those men for the purpose of pulling them out on strike. Make that plain to the men. Also remember that the Government does not control the express companies.

DISABLED DO USEFUL WORK

The War Department announces that it is against its policy to accept the offer of many well-intentioned individuals to take crippled soldiers into their service as watchmen, messengers and in positions of similar character.

"From the time a wounded soldier is taken to the field hospital," it is stated, "he is encouraged to understand that the seriousness of his wounds will not render him worthless for useful work. The work of instructing him both physically and mentally is carried on simultaneously.

"At the present time there are many soldiers in army hospitals in this country who have been crippled. In many cases these men are receiving the preliminary training which will be finished by civil boards authorized to continue the work begun by the surgeon-general. It is hoped that business men in general will accept these trained men on an equal footing with men who have not been crippled. These men will receive a training which will make them competent in the trade or profession which they elect to follow."

MEXICANS WON'T SCAB

Railroad helpers and laborers employed by the Chicago & Alton railroad at Bloomington, Ill., won their strike for higher wages. The company imported Mexican workers to act as strikebreakers, but when the Mexicans became ac-

quainted with conditions they refused to work and were quickly shipped out of town. They declared they would not work where there was a strike. The company raised wages to 30 and 37½ cents an hour. Former rates ranged around 21 cents.

STANDARDIZATION OF WAGES

Standardization of wages of common and unskilled labor to halt the enormous labor turnover that is slowing up war work throughout the country, has been under consideration recently by the Department of Labor.

Such a move is essential to equal distribution of the present labor supply, officials of the department say, because of varying wage rates and inequality of housing conditions.

Under the standardized wage plan a carpenter, for instance, would get the same wage in California as in New Jersey. This would automatically take away the temptation to large groups of men to concentrate in one district at the expense of others.—Exchange.

Labor in all lands is the Hercules that is bearing on its burdened shoulders the great weight of the world conflagration which the ambitions of kings and emperors brought about.

Too many trade unionists would have the old maxim read: "An injury to me is the concern of all."

CORRESPONDENCE



NEWTON, IOWA

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I wish to notify our unions throughout the country and organized labor in general that Brother George Parrish has been expelled from our organization for violating the laws of the union. Should he apply for membership in any of our local unions in the future I trust that our membership will keep this in mind. Fraternally yours,

W. M. KIRKWOOD,
Secretary Local No. 232.

NEW YORK, N. Y.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Due to the fact that we have made such progress in our local in a short time, I thought I would write you this letter for publication in the Journal for your next issue to enlighten other members as to what we have accomplished. About two years ago we had a membership of seventy-eight (78) men and started a big movement to better ourselves and conditions. After a bitter fight with the large concerns in this city we now have a 100 per cent. local with a membership of close to four thousand. At the time we started this movement men came into our local so fast we thought we could never control them, but now I can safely say they are all educated and 100 per cent. loyal to this organization and to the movement in general. We now have decided to take into our local all men employed in and around dairies, which will bring our total membership up to about six thousand (6,000), and we are progressing very steadily toward that end.

We have over \$15,000 in bank, four automobiles for our business agents and an efficient organization. Our members through their employers and their own individual subscriptions have bought Liberty Bonds of all issues to the total of over \$600,000, also donated liberally to the Red Cross. Our local has gone on record to assess each member \$1 per month for Thrift Stamps, starting May 1, 1918, and to continue for the duration of the war, and was backed up enthusiastically by our members.

Fraternally yours,

SIMON LOWY,
Sec'y and Treas. Local 584.

CAPITAL AND LABOR WORKING TOGETHER

The sincerity of America's aims in the war can be seen clearly reflected in the efforts of all the vast army of workers who are bending every effort to arouse the whole people to a realization of our purpose and the magnitude of the work to be done. While we are at war for world democracy, that same democratic spirit is doing its work at home and effects give a newer and broader meaning to the term. The eagerness of all elements to give active support to the Government is causing many to realize that no matter what success they have achieved in finance, no matter what social distinctions they have attained, we are all Americans. Only one distinction can henceforth be made among our population, and that is the test of patriotism alone.

We have abundant proof that capital and labor are cognizant of the fact that the Government needs the active support of both.

They have forgotten past differences and have decided to go as nearly as possible on a 50-50 basis in order that maximum service might be given the Government. What is more, leading financiers have studied labor problems to such an extent that they have grown to appreciate the necessity for organization among all wage-earners—and they are candid enough to tell the workers that the best way they can become an effective aid to the Government is for them to join the trade-union movement.

In a recent address delivered to an audience at St. Joseph, Mo., Festus J. Wade, of St. Louis, said:

"I am not a union man and the chances are I never will be one, but how a mechanic or an artisan or a man who is working by the sweat of his brow is not and has not been a member of a union is something that is inconceivable to my mind."

This opinion coming from a man who stands so high in financial circles should remove the last vestige of an excuse that any worker can have for not joining the union of his craft. It is also conclusive proof that capital and labor have gotten together for effective service to the Government. It is the dawn of a new democracy in the world of industry after a long night of strife.

Now let us all get behind this consolidating movement and give the Government every service it is possible to render. Appeals have been made for the small financial service we are all able to give. Buy thrift stamps and war savings certificates, and let your small savings also serve the Government while they earn interest for you.—St. Louis Union News.

CHEAP LABOR A CHECK TO PROGRESS

Trade unionists do not believe that great masses of people, regardless of their character, denote

progress, nor do they believe that the addition of cheap, unintelligent labor adds to the progress or welfare of a people.

Trade unionists have been taught by stern experience that constant toil unfits a man for valuable productive labor and that the man who works long hours, like the rubber which is always stretched, will not last long; so that when the union shortens the hours of labor it becomes an instrument for the progress and improvement of the entire community, even in point of population, rather than a hindrance to it, as some employers seem to believe.

The fact that constant toil, like a cancer, robs the human being of the vitality so essential to progress, cannot be disputed by any man who is a student of industrial conditions.

The unionist contends and maintains that the most valuable asset a country can have is an intelligent and healthy class of workers, decent hours of labor and reasonable pay.

The history of unionism in America demonstrates that short hours and good pay give such an impetus to the brain and muscle of the laboring man that he has surpassed the world in efficiency, and is thus enabled while receiving high wages to produce many of the necessities of life at a lower cost of production than cheap foreign labor.

The cheap, ignorant laborers, it is urged, are easier satisfied, more contented than the unionist, which is in itself an admission that he does not add to the progress of the community, because the man who is contented with his position never achieves much. It is the constant ambition to better himself, to do away with present conditions, that makes a man accomplish things for himself and be a factor toward progress.—Bakers' Journal.

It is needless perhaps to call your attention to the fact that it is your duty to attend the meetings of your local.

To advise and consult with the officers of your union on all matters.

To have confidence in your business agent.

To pay your dues promptly.

To in every way help your union.

You know what the union has done for you.

You know what it will do in the future.

There is no possible chance for you to hold the conditions you have obtained except through your union.

All trade unionists are the soldiers in the industrial ranks who are endeavoring to keep alive democratic principles at home the same as the uniformed men are endeavoring to establish democracy and free institutions across the water.

Labor Day has come and gone and it marks one other event in the life of the trade union world. Never in the history of the country did Labor Day mean as much as it did this year. Labor is greater today than ever before, because it has been just, and honest, and fair with all classes. Because it has lifted men up from the level of slaves to be free men. Because the trade union movement has educated men along the channels of justice and righteousness. That is why the onward march of the trade union movement has continued to grow until its branches have their far-reaching effects in every city and town in our country. Do your share to keep this splendid movement alive, now that we are about to accomplish the real freedom that we have desired for years.

Official Magazine
of the
International Brotherhood
of Teamsters, Chauffeurs
Stablemen and Helpers
of America

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THOMAS L. HUGHES, Secretary

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